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Message Text

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ACTION ARA-10

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/067 W
----------222035Z 080292 /43
R 221255Z APR 77
FM AMEMBASSY PORT AU PRINCE
TO SECSTATE WASHDC 4748

C O N F I D E N T I A L SECTION 1 OF 3 PORT AU PRINCE 1457

STADIS//////////////////////////

E.O. 11652: GDS
TAGS: AMGT, PFOR, HA
SUBJECT: PARM - ANNUAL POLICY AND RESOURCE ASSESSMENT - PARTS II AND III

REF: STATE 047671; PORT AU PRINCE 1355

PART II - RESOURCE ASSESSMENTS

A. STATE

1. THE EMBASSY IS FULLY STAFFED AND MORE THAN FULLY ENGAGED. WORK REQUIREMENTS HAVE INCREASED SUBSTANTIALLY SINCE THE RE-ESTABLISHMENT OF CLOSER RELATIONS WITH THE GOH FIVE YEARS AGO. EMBASSY STAFFING IS HEAVILY SKEWED IN FAVOR OF THE CONSULAR SECTION, REFLECTING A HEAVY FLOW OF HAITIANS TO THE U.S., AND FUTURE STAFFING NEEDS ARE PROJECTED. IT IS INADEQUATELY STAFFED IN THE POLITICAL AND ECONOMIC/ COMMERCIAL SECTIONS BUT CAN GET BY WITH SOME REPROGRAMMING.

2. POLITICAL - THE POLITICAL SECTION (ONE OFFICER AND ONE SECRETARY) IS ENGAGED IN THE PROMOTION OF EMBASSY CONFIDENTIAL

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OBJECTIVES 1, 2, 5, 7, AND 8. THE RE-QUIREMENTS IMPOSED BY STATE AND CONGRESS TO MONITOR RETURNING REFUGEES (OBJECTIVE 5) EXCEED THE SECTION'S CAPABILITY. MUCH OF THAT WORK HAS BEEN DONE ON AN OVERTIME BASIS BY THE CURRENT GSO, WHOSE AVAILABILITY FOR THIS WORK WILL END IN MAY. REPROGRAMMING IS RECOMMENDED

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IN PART III.

3. ECONOMIC/COMMERCIAL - THE ECONOMIC/
COMMERCIAL SECTION (TWO OFFICERS, ONE SECRETARY,
2 FSL'S) IS ENGAGED IN THE PROMOTION OF OBJECTIVES
1, 3, 4, AND 6. BECAUSE OF THE NEWLY INCREASED
RESPONSIBILITIES ASSIGNED TO IT IN CONNECTION WITH
OBJECTIVES 3 AND 4, IT HAS BEGUN TO LAG BEHIND. THE
AMERICAN STAFFING IS INADEQUATE TO THE TASK: WHILE
THE SENIOR OFFICER IS AN EXPERIENCED O-4, THE JUNIOR
OFFICER IS AN INEXPERIENCED O-8 WHO REQUIRES TRAINING
AND SUPERVISION. REPROGRAMMING IS RECOMMENDED IN
PART III.

4. CONSULAR - THE CONSULAR SECTION (EIGHT
OFFICERS, SEVENTEEN FSL'S) HAS MANDATORY STATUTORY
RESPONSIBILITIES THAT ARE GROWING IN DIRECT PROPORTION
TO THE STEADILY INCREASING VISA LOAD. IF DEMAND RATES
CONTINUE TO GROW AT THE CURRENT RATE OF 20 PLUS PERCENT
WE ESTIMATE THAT THE SECTION WILL REQUIRE
ADDITIONAL STAFFING IN FY 1979 (SEE PART III).

5. ADMINISTRATIVE - THE ADMINISTRATIVE
SECTION (THREE OFFICERS, 35 FSL'S) HAS ADEQUATE
STAFFING FOR ITS SUPPORT OBLIGATIONS UNDER CURRENT
ARRANGEMENTS.

6. COMMUNICATIONS - COMMUNICATIONS (TWO OFFICERS)
SUPPORTS AN EVER GROWING COMMUNICATIONS WORKLOADIMPOSED ON IT BY AN
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EXPANDING USAID OUTFIT. THE EMBASSY WILL NEED
ADDITIONAL STAFFING BY 1979 IF TRAFFIC CONTINUES
TO MOUNT AT THE CURRENT RATE.

B. OTHER AGENCIES

1. USAID - USAID'S PROGRAMS ARE SUPPORTIVE OF
OBJECTIVES 3 AD 4. RECOMMENDATIONS RELEVANT TO USAID
PROGRAMMING ARE CONTAINED IN ISSUES NO. 2, PART I.
ONGOING AID PROJECTS ARE FULLY FUNDED AND THE USAID HAS
BEEN GIVEN TO UNDERSTAND THAT AS SOUND PROJECTS AND
PROGRAMS ARE DEVELOPED AND JUSTIFIED, FUNDS CAN BE EX-
PECTED TO BE MADE AVAILABLE TO IMPLEMENT THEM. THE
AMBASSADOR HAS APPROVED A MODE CEILING OF 34 U.S. DIRECT
HIRE EMPLOYEES FOR USAID, OF WHICH ONLY 22 ARE ON BOARD.
AID/W HAS NOT BEEN ABLE TO KEEP KEY TECHNICAL POSITIONS
FILLED. MUCH MORE ENERGETIC PERSONNEL BACKSTOPPING BY
AID/W IS REQUIRED TO ENSURE THAT OUR PROGRAMS HAVE
THE TECHNICAL PERSONNEL NECESSARY TO DEVELOP THEM

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AND TO FOLLOW THEM UP. GLARING PERSONNEL SHORTAGES HAVE EXISTED IN THE AGRICULTURE SECTOR -- OUR MOST IMPORTANT SECTOR -- FOR SEVERAL MONTHS AND AID/H IS CURRENTLY WITHOUT ANY AGRICULTURAL OFFICER.

2. DAO - DAO'S PROGRAMS FALL LARGELY WITHIN OBJECTIVES 7 AND 8. DAO HAS ADEQUATE STAFFING AND FUNDING LEVELS. WITH RESPECT TO OBJECTIVE 7, THE EMBASSY REQUIRES A WASHINGTON-WIDE UNDERSTANDING OF THE DESIRABILITY AND GOALS OF OUR SECURITY ASSISTANCE PROGRAM IN HAITI. SEE ISSUES NO. 3, PART I.

3. USIS - USIS PROGRAMS RELATE PRIMARITY TO OBJECTIVES 1 AND 2, ALTHOUGH USIS PLAYS A SUPPORTIVE ROLE IN MOST OF THE OTHER POST OBJECTIVES. IT HAS ADEQUATE FUNDING AND STAFF LEVELS. CU IV GRANT ALLOCATION SHOULD BE INCREASED FROM CURRENT LEVEL
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OF 5 TO A NEW TOTAL OF 10 TO ALLOW THE SELECTION OF GRANTEES IN SUPPORT OF HUMAN RIGHTS OBJECTIVE.

PART III - STATE PERSONNEL RECOMMENDATIONS

A. REPROGRAMMING

THE EMBASSY HAS LIMITED RESOURCES TO REPROGRAM. HOWEVER, IT WOULD BE POSSIBLE TO ACQUIRE BETTER AND MORE INSTITUTIONALIZED COVERAGE OF NEW PRIORITY

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ACTION ARA-10

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/067 W
----------222036Z 079767 /42
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FM AMEMBASSY PORT AU PRINCE
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C O N F I D E N T I A L SECTION 2 OF 3 PORT AU PRINCE 1457

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INTERESTS IN THE ECONOMIC ASSISTANCE PROGRAM AND THE
MONITORING OF REFUGEES IF THE DEPARTMENT WOULD SUPPORT
THE FOLLOWING STEPS.

1. ECONOMIC/COMMERCIAL SECTION - UPGRADE POSITION
20-062 FROM O-6 TO THAT OF AN O-5. THIS WOULD PERMIT RECRUITMENT
OF AN EXPERIENCE OFFICER TRAINED IN ECONOMIC ANALYSIS
WHO COULD PERFORM NEEDED NATIONAL INCOME ACCOUNT ANALYSIS,
DETAILED BALANCE OF PAYMENT ANALYSIS, AND ANALYSIS OF LOCAL
FISCAL MANAGEMENT. THIS WOULD ENABLE US TO BETTER RELATE U.S.
ECONOMIC ASSISTANCE EFFORTS TO OVERALL POLICY GOALS, MORE EF-
FECTIVELY PROMOTE U.S. TRADE AND INVESTMENT, AND IMPROVE CO-
ORDINATION WITH OTHER ECONOMIC ASSISTANCE DONORS. APPOINTMENT OF AN
EXPERIENCED AND QUALIFIED OFFICER TO THIS POSITION WOULD ALSO FREE THE

CHIEF OF SECTION FROM THE UNUSUALLY HEAVY SUPERVISORY DUTIES
IMPOSED ON HIM BY THE REQUIREMENT TO TRAIN THE JUNIOR OFFICER
INCUMBENT OF POSITION 20-062. THE ECONOMIC/COMMERCIAL SECTION
IS NOW FULLY OCCUPIED WITH ONGOING REQUIREMENTS AND REPROGRAMMING
POSITION 20-062 APPEARS TO BE THE ONLY FEASIBLE METHOD OF OB-
TAINING THE INCREASED PRODUCTIVITY NEEDED TO SUPPORT OUR NEW
FOCUS ON ECONOMIC ASSISTANCE.

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2. CONSULAR SECTION - ARRANGE FOR THE OFFICER PRIMARILY
RESPONSIBLE FOR INVESTIGATING FRAUD TO ASSUME ADDITIONAL RESPONSI-
BILITY FOR MONITORING OF RETURNING REFUGEES. RESPONSIBILITY
FOR THIS FUNCTION IS NOW LARGELY CARRIED BY THE GSO ON AN
ESSENTIALLY OVERTIME BASIS AND HIS SERVICES WILL END IN
MAY. THE ONE-OFFICER POLITICAL SECTION
DOES NOT HAVE THE CAPABILITY TO PICK UP THIS TASK
ON A CONTINUING BASIS. THE CONSULAR SECTION SHOULD
BE ABLE TO MANAGE THIS RESPONSIBILITY BUT ONLY IF
THE DEPARTMENT WILL ENSURE FULL REPEAT FULL STAFFING
OF PRESENTLY AUTHORIZED POSITIONS IN THE CONSULAR
SECTION.

B. INCREASES/DECREASES

1. CONSULAR SECTION - ASSUMING NIV AND IV VISA LOADS
CONTINUE TO INCREASE AT THE RATE OF THE LAST TWO YEARS,
THE CONSULAR SECTION WILL NEED ONE ADDITIONAL AMERICAN
AND TWO FSL'S BY FY 1979. THESE REQUIREMENTS ARE BASED ON
A 24 PERCENT PROJECTED INCREASE IN THE NIV SIDE AND A

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22 PERCENT PROJECTED INCREASE IN THE IV SIDE WHICH BY
FY 79 WOULD PRODUCE RESPECTIVE WORKLOADS OF 47,000 AND
13,318 APPLICANTS RESPECTIVELY. USING A MAN HOUR PER
NIV RATION OF .3, THE NIV SECTION WOULD REQUIRE 3.7 U.S.
OFFICERS AND 4.2 FSL'S; USING A MAN HOUR PER IV RATION
OF 2.6, THE IV SECTION WOULD REQUIRE 3.7 U.S. OFFICERS
AND 15.5 FSL'S.

2. COMMUNICATIONS AND RECORDS UNIT - BY 1979
THE POST WILL NEED A THIRD C&R POSITION. THE VOLUME
OF WORK HAS INCREASED WITH THE BUILDUP OF USAID
FROM 5 TO 22 AMERICAN EMPLOYEES, WITH A PROJECTION
OF 34 BY 1979. SINCE FY 76, THE OVERTIME FOR C&R
AMERICAN EMPLOYEES HAS DOUBLED AND THE TELE-
GRAPHIC REPORTS SHOW A 30 PERCENT INCREASE IN
TRAFFIC (MOSTLY AID) OVER THE LAST SIX-MONTH
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PERIOD. THERE IS NO INDICATION THAT THIS TREND
WILL REVERSE, BUT RATHER THAT IT WILL INCREASE.

C. LOWER PRIORITY POSITIONS

THE 5 PERCENT TARGET OF DESIGNATED LOWER
PRIORITY POSITIONS AMONG STATE DEPARTMENT DIRECT
AMERICAN AND DIRECT FSL COMPLEMENT REQUIRES THE
EMBASSY TO NAME ONE AMERICAN AND THREE HAITIANS.
RECOMMENDATIONS SUBMITTED BELOW PROVIDE THE
NUMBERS REQUESTED BUT, IN A POST AS THIN AS THIS
ONE, THE CUTS OBVIOUSLY WOULD HURT EMBASSY
OPERATIONS. PROPOSED LOWER PRIORITY POSITIONS ARE
DRAWN FROM THE LARGER SECTIONS OF THE EMBASSY AND
REFLECT CURRENT REPEAT CURRENT LOADS WHICH WILL IN
THE INSTANCE OF THE CONSULAR SECTION SOON BE INCREASED.

1. POSITION NO. 31-064, CONSULAR IV OFFICER,
HAS BEEN VACANT FOR NINE MONTHS AND WILL NOT BE FILLED
FOR ANOTHER FIVE MONTHS. THE IV SECTION HAS NEVERTHELESS
CONTINUED TO FUNCTION, ALBEIT AT BELOW PAR LEVEL. IF
THIS POSITION WERE DROPPED, THE SECTION'S LEVEL OF
SERVICE WOULD PROBABLY CONTINUE THIS YEAR WITH LITTLE
CHANGE BUT IT WOULD DECLINE IN FUTURE YEARS RELATIVE
TO THE PROJECTED INCREASE IN IV WORKLOAD.
SEE PART III B ABOVE.

2. POSITION NO. 0014, VISA ASSISTANT,
HAS BEEN IN LWOP STATUS FOR MORE THAN THREE
NONTHS. THE SLACK HAS BEEN PICKED UP BY TWO
OF THE NEW TEMPORARY CONSULAR POSITIONS ESTABLISHED
UNDER THE WESTERN HEMISPHERE PACKAGE. THE WORKLOAD

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FOR THESE TWO POSITONS IS EXPECTED TO INCREASE
DURING THE YEAR AND IF THEY CONTINUE TO CARRY THE
LOAD OF POSITION 0014, THEY WILL HAVE TO WORK
OVERTIME.
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3. POSITION 0050, PERSONNEL ASSISTANT,
FAAS-DAS COULD BE WITHDRAWN BY COMBINING THE
ADMINISTRATIVE AND PERSONNEL FUNCTION. THIS WOULD INCREASE
THE WORK OF THE ADMINISTRATIVE ASSISTANT. NATURALLY, THIS WOULD CUT
DOWN ON THE SPEED AND AMOUNT OF SERVICE FURNISHED
OTHER AGENCIES.

4. POSITION 0043, JANITOR FOR THE CHANCERY,
COULD BE WITHDRAWN AND ONE OF THE THREE SERVICE
CONTRACT JANITORS COULD BE REPROGRAMMED FROM THE
NEW CONSULAR/USIS BUILDING TO COVER THE CHANCERY.

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ACTION ARA-10

INFO OCT-01 ISO-00 SS-15 SP-02 PER-01 SIG-01 A-01
MMO-01 EB-08 SCA-01 IO-13 INR-07 PM-04 CU-02
/067 W
----------222257Z 084011 /61
R 221255Z APR 77
FM AMEMBASSY PORT AU PRINCE
TO SECSTATE WASHDC 4750

C O N F I D E N T I A L SECTION 3 OF 3 PORT AU PRINCE 1457

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CURRENT FY 77

AGENCY/FUNCTION	AMER. OFFS	AMER. STAFF	FSL PROFES.	FSL STAFF
STATE				

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EXECUTIVE 3 2 6
POLITICAL 1 1
ECON/COM'L 2 1 1 1
ADMINISTRATIVE 3 1 35
COMMUNICATIONS 2
TCU 1
SECURITY
CONSQLAR 8 17
REGIONAL

OTHER AGENCIES

USIS 3 9
AGRIC
TREAS
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JUST
DOD 2 1 1
AID 18 2 2 29
AID REG. CONTROLLER 4 4
MSG 6

PROJECTED FY 79

AGENCY/FUNCTION AMER. OFFS AMER. STAFF FSL PROFES. FSL STAFF

STATE

EXECUTIVE 3 2 6
POLITICAL 1
ECON/COM'L 3 1 1 1
ADMINISTRATIVE 3 1 35
COMMUNICATIONS 3
TCU 1
SECURITY
CONSULAG 9 1# 19
REGIONAL
CONSULAR/POLITICAL
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Decaption Note: 25 YEAR REVIEW
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Disposition Event:
Disposition History: n/a
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To: STATE
Type: TE
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